



**2ND ANNUAL
MASTER'S
CONFERENCE 2024**

18th - 22nd November

Abstract Booklet

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Welcome



Dear Esteemed Colleagues, Students, and Participants,

It is with great pleasure and enthusiasm that I extend a warm welcome to you all to the second Unicaf Master's Conference, a testament to the pursuit of knowledge, and collaboration within our academic community.

This abstract booklet serves as a guide to the diverse array of presentations, discussions, and research findings that will be shared throughout the event. Each abstract included here represents not only a culmination of months, and sometimes years, of rigorous work but also the forward-thinking ideas and approaches that drive the advancement of knowledge in our field. The conference has attracted contributions from a wide range of disciplines, fostering a dynamic, interdisciplinary environment where novel perspectives can thrive. This year's conference includes 35 presentations, by master's students.

It is with great pleasure to see that the abstracts featured in this publication, are accompanied by eight plenary discussions and one workshop. Our panellists are at the forefront of current research trends, and we are excited to showcase their insights alongside the groundbreaking research featured in these pages. We encourage all participants to engage fully in the sessions, workshops, and networking opportunities available, as these interactions are what truly bring this conference to life.

I extend my heartfelt appreciation to all the authors, reviewers, and all who have contributed to the successful preparation of this abstract booklet. Their dedication to the advancement of knowledge is truly commendable, and their efforts are integral to the progress of academia.

I would also like to express my gratitude to the organizing committee, reviewers, and all those who have tirelessly worked to curate and assemble this booklet. Their hard work and dedication have ensured that this year's conference will be an enriching and rewarding experience for all involved.

Whether you are a first-time attendee or a long-time participant, we hope that this conference will inspire new ideas, foster collaborative relationships.

On my behalf, as well as all colleagues who have worked towards the preparation and delivery of the conference, we wish you a productive and enjoyable conference

Best regards,

Dr Elena Papadopoulou
Pro Vice-Chancellor Teaching and Learning, Federal
Unicaf Online Journal, Principal Editor

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Dr Kavadia Athanasia-Eleni

Information

Access to the conference

In order to attend the conference, follow the link:

Zoom link:

https://us06web.zoom.us/webinar/register/WN_RLzibOpETZC-Owro5lwWgA

We are looking forward to meeting you at the Second Annual Online Unicaf Master's Conference!

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**Programme of the
Second Annual Online Unicaf Master's Conference (UMC)
November 18th- 22nd, 2024**

**Day 1: School of Education, Humanities & Social Sciences
Monday, November 18th, 2024**

09:50*	Session Opens	
	Opening Ceremony	
10:00 - 10:30	Mrs Isabella Frangouli, Partnerships Director, Unicaf, Federal Chair: Dr Athanasia-Eleni Kavadia, Research Officer, Unicaf, Federal	
10:30 - 10:40	Opening Remarks: School of Education, Humanities & Social Sciences Dr Christos Peristianis, Dean, School of Education, Humanities & Social Sciences, Unicaf, Federal	
10:40 - 12:00	Session 1: Leadership in Education Chair: Mrs Giouli Pappa, Academic Coordinator and Programme Leader, School of Education, Humanities & Social Sciences, Unicaf, Federal	
10:40 - 11:00	Samuel Njuguna Wamarite	Analysis of the relationship between school leadership and bullying in high schools in Nairobi, Kenya
11:00 - 11:20	Osward Chikwaba	The effect of leadership styles on organization performance
11:20 - 11:40	Ndahakelekwa Puyeipawa Ndailikana Kalimbo	Impact of new curriculum on secondary school learners' performance in mathematics
11:40 - 12:00	Break	

12:00 – 13:00	<i>Plenary Presentation 1</i>	<p>Mrs Zoe Torsney, Literacy and English teacher and lecturer, formal student EdD, Liverpool John Moores University</p> <p><i>Supporting autistic learners in educational settings</i></p> <p>Chair: Dr Elena Papadopoulou, Pro Vice-Chancellor Teaching and Learning, Unicaf, Federal</p>
13:00 - 13:20	Break	
13:20 - 14:40	Session 2: Education	<p>Chair: Dr Anastasia Datsogianni, Programme Leader, School of Education, Humanities & Social Sciences, Unicaf, Federal</p>
13:20 - 13:40	Mary Enyi Ebere	The role of school principals in promoting students' healthy mental wellbeing for effective learning
13:40 - 14:00	Ayanna A.E.Lee	Factors affecting Caribbean Secondary Education Certificate (CSEC) biology exam performance: An analysis of examiner reports on student performance in biology CSEC examinations (2016-2021)
14:00 - 14:20	Kenneth Boss Listens Chikumbutso	An exploration of challenges with implementation of Inclusive Education (IE) in primary schools: The case of Kankhomba, Machemba and Ligowe primary schools in Thyolo
14:20 - 15:20	<i>Plenary Presentation 2</i>	<p>Dr Lupiya Daniel Mpolomoka, Dean, School of Education, Humanities and Social Sciences, Unicaf University in Zambia</p> <p>Dr Christine Phiri Mushibwe, Vice-Chancellor, Unicaf University in Zambia</p> <p><i>Mentoring innovative and regenerative youths for Organisational Development (OD): Enablers and disablers in Higher Education Institutions (HEIs)</i></p> <p>Chair: Dr Anastasia Datsogianni, Programme Leader, School of Education, Humanities & Social Sciences, Unicaf, Federal</p>

Day 2: School of Education, Humanities & Social Sciences

Tuesday, November 19th, 2024

09:50*	Session Opens	
9:50 - 10:00	Opening Remarks: School of Education, Humanities & Social Sciences Dr Christos Peristianis, Dean, School of Education, Humanities & Social Sciences, Unicaf, Federal	
10:00 - 10:30	Plenary Presentation 3	Dr Ruth Flaherty, Senior Lecturer, School of Social Sciences and Humanities, University of Suffolk <i>Authorship and AI creativity: Copyright law and Large Language Models (LLM)</i> Chair: Dr Christos Peristianis, Dean, School of Education, Humanities & Social Sciences, Unicaf, Federal
10:30 - 11:50	Session 3: Law Chair: Mr Christos Konstantis, Programme Leader, School of Education, Humanities & Social Sciences, Unicaf, Federal	
10:30 - 10:50	Eunice Shilajiru	The effectiveness of international law in preventing and punishing sexual violence as a weapon of war
10:50 - 11:10	Oluwapelumi Mojolaoluwa Mofoluwawa	Balancing the competing interests of humanitarian intervention and state sovereignty: Lessons from Libya
11:10 - 11:30	Lukman Raimi	Examining the relevance and adequacy of the Outer Space Treaty as an international legal instrument for Space Tourism Entrepreneurship (STE): A systematic literature review
11:30 - 11:50	Audrey Khaleji Bridgete	How diverse are corporate boards
11:50 - 12:10	Break	
12:10 - 12:50	Session 4: Criminology Chair: Mr Christos Damianou, Academic Coordinator and Programme Leader, School of Education, Humanities & Social Sciences, Unicaf, Federal	

12:10 - 12:30	Ivan Nicholls	The decriminalisation of cannabis in Trinidad and Tobago (T&T): An analysis of the impact on the Criminal Justice System (CJS)
12:30 - 12:50	Sharon Moseti Onchwari	Utilisation of the diversion programme in reducing institutionalisation among juvenile offenders in Kenya
12:50 - 13:50	Session 5: Psychology and Mass Communications Chair: Dr Ioanna Koliandri, Programme Leader, School of Education, Humanities & Social Sciences, Unicaf, Federal	
12:50 - 13:10	Prescot Alexander Chipezayani	Local mainstream television coverage of cyclone Freddy in Malawi: A comparison between state media (MBC) and main private media news outlets (Zodiak TV and Times TV)
13:10 - 13:30	Oluwatobiloba Elizabeth Aregbesola	The impact of teachers' psychosocial well-being on the transition of schools into learning communities
13:30 - 13:50	Naheed Akhter	How school-based mindfulness programs influence the psychological and wellbeing of the school going children in Qatar
13:50 - 14:00	Break	
14:00 - 15:00	Plenary Presentation 4	Mr Wez Nolan, Programme Leader, Liverpool Screen School, Liverpool John Moores University <i>Time to Ponder: Transformation in first-generation creative industries students'</i> Chair: Dr Ioanna Koliandri, Programme Leader, School of Education, Humanities & Social Sciences, Unicaf, Federal
15:00 - 15:10	Closing Remarks: School of Education, Humanities & Social Sciences Dr Christos Peristianis, Dean, School of Education, Humanities and Social Sciences, Unicaf, Federal	

Day 3: School of Sciences, Health Sciences, Technology and Engineering

Wednesday, November 20th, 2024

09:50*	Session Opens	
10:00 - 10:10	Opening Remarks: School of Sciences, Health Sciences, Technology and Engineering Dr Margarita Olympiou, Dean, School of Sciences, Health Sciences, Technology and Engineering, Unicaf, Federal	
10:10 - 11:50	Session 6: Health Sciences Chair: Dr Daphne Kleopa, Programme Leader, School of Sciences, Health Sciences, Technology and Engineering, Unicaf, Federal	
10:10 - 10:30	Grace Cynthia Olofu	Lived experiences of nephrology nurses providing hemodialysis treatment: A systematic review
10:30 - 10:50	Ayodeji Daniel Oyebamiji	Has the Prevention of Mother-To-Child Transmission (PMTCT) services offered to HIV-positive pregnant women been effective in the PMTCT of HIV in Nigeria? (A systematic literature review)
10:50 - 11:10	Shaimaa Ahmed Abdel-Mougood Mahmoud Abdel-Moneim	The negative outcomes of SO ₂ exposure during pregnancy on maternal and foetal health
11:10 - 11:30	Ama Oheneawaa	A scoping review of HIV testing approaches in Ghana: Trends, effectiveness, and challenges
11:30 - 11:50	Nouranne Nasser Nagieb Nasr Mohammed	The use of whole-genome sequencing techniques for the surveillance of antimicrobial resistance in ESKAPE bacteria: Opportunities and challenges – a scoping review
11:50 - 12:30	Break	
12:30 - 13:00	Plenary Presentation 5	Dr Chris S. Owens, Senior Lecturer, School of Nursing, Midwifery and Public Health, University of Suffolk Ripple Effects Mapping: what is it and how can it be utilised in public health? Chair: Dr Margarita Olympiou, Dean, School of Sciences, Health Sciences, Technology and Engineering, Unicaf, Federal

13:00 - 14:40	Session 7: Energy Management and Sustainability Chair: Dr Reginald Dennis Gwisai, Pro Vice-Chancellor Academic, Unicaf, Zimbabwe	
13:00 - 13:20	Simon Ojoyo Aransiola	Analysis of CO ₂ emissions per sector in Nigeria: Effect on climate change and the mitigation measures
13:20 - 13:40	Rebathu Maphala	Assessing the impact of the UAE's sustainable and modern energy strategies on oil business viability
13:40 - 14:00	Adetola-Mabadeje Pauline	Analysing the effect of fintech disruption and the future prospects of digital transformation in banking sector
14:00 - 14:20	Providence Maburutse	Effect of mycoremediation on oil spills (Nigeria)
14:20 - 14:40	Marcline Moraal Aruya	Exploring sustainable practices for geothermal drilling pad construction in Olkaria, Kenya
14:40 - 15:00	Break	
15:00 - 15:30	Plenary Presentation 6	Dr Kezia Njoroge, Senior Lecturer of Health, Public and Allied Health, Liverpool John Moores University <i>Experiences of geophagy during pregnancy among African migrant women in London: Implications for public health interventions</i> Chair: Mr Yiannis Louca, Programme Leader, School of Sciences, Health Sciences, Technology and Engineering, Unicaf, Federal

Day 4: School of Sciences, Health Sciences, Technology and Engineering & School of Business

Thursday, November 21st, 2024

09:50*	Session Opens	
10:00 - 10:10	Opening Remarks: School of Sciences, Health Sciences, Technology and Engineering Dr Margarita Olympiou, Dean, School of Sciences, Health Sciences, Technology and Engineering, Unicaf, Federal	
10:10 - 10:50	Session 8: Data Science Chair: Mr Benjamin Juma Nkowane, Programme Leader, Head of ICT, Unicaf University in Zambia	
10:10 - 10:30	Okello Sam Bwibo Trevor	Geospatial analysis of gender-based violence injury incidents in Uganda
10:30 - 10:50	Noha Mohamed	Modelling and forecasting CO ₂ emission rates and impacts with machine learning
10:50 - 11:20	Plenary Presentation 7	Dr Rachael Frost, Senior Lecturer, School of Public and Allied Health, Liverpool John Moores University <i>Over-the-counter medicines, herbal medicines and dietary supplements for depression, anxiety and insomnia: A scoping review</i> Chair: Dr Margarita Olympiou, Dean, School of Sciences, Health Sciences, Technology and Engineering, Unicaf, Federal
11:20 - 12:20	Workshop	Dr Reginald Dennis Gwisai, Pro Vice-Chancellor Academic, Unicaf, Zimbabwe <i>Physico – chemical and heavy metal analysis in soils at the Lobatse sanitary landfill in Botswana</i> Chair: Dr Margarita Olympiou, Dean, School of Sciences, Health Sciences, Technology and Engineering, Unicaf, Federal
12:20 - 12:30	Closing Remarks: School of Sciences, Health Sciences, Technology and Engineering Dr Margarita Olympiou, Dean, School of Sciences, Health Sciences, Technology and Engineering, Unicaf, Federal	

12:30 - 13:00	Break	
13:00 -13:10	Opening Remarks: School of Business Dr Georgia Sakka-Vronti, Dean, School of Business, Unicaf, Federal	
13:10 - 14:00	Session 9: Business challenges in health care and well-being for stakeholders Chair: Mrs Malwina Janik, Academic Coordinator and Programme Leader, School of Business, Unicaf, Federal	
13:10 - 13:20	Phyela Mbeya	Effectiveness of corporate governance in Christian Health Association of Malawi
13:20 - 13:40	Tashana Johnson Lynch	The performance paradox: Performance management systems impact Gen-Z psychological well-being, motivation, and performance within a global marketplace
13:40 - 14:00	Phan Anh Dung	Critical factors influencing the performance of health-tech start-ups
14:00 - 15:00	Interactive Session <i>How to Become a Unicaf Doctoral Student – An introduction to the School of Doctoral Studies and Faculty, followed by Q&A</i>	Dr Nathan Musonda, Associate Dean, School of Doctoral Studies, Unicaf, Federal Dr Isaak Papadopoulos, Head of Education, School of Doctoral Studies, Unicaf, Federal Chair: Mrs Eleni Stylianou, Academic Manager, School of Doctoral Studies, Unicaf, Federal

Day 5: School of Business

Friday, November 22nd, 2024

09:50*	Session Opens	
10:00 - 10:10	Opening Remarks: School of Business Dr Georgia Sakka-Vronti, Dean, School of Business, Unicaf, Federal	
10:10 - 11:30	Session 10: HR practices and HR outcomes in today's workplace Chair: Mrs Cornelia Nicolaou, Programme Leader, School of Business, Unicaf, Federal	
10:10 - 10:30	Mathias Timothy	Impact of employee compensation and recognition on employee loyalty
10:30 - 10:50	Okachi Akani	The effect of the well-being of employees on organisational performance in the workplace and HR's importance in ensuring a standard well-being of employees: A focus on the hospitality industry
10:50 - 11:10	Batsho Pamela Groth	The dividends of diversity and inclusion
11:10 - 11:30	Bernard Kwesi Akatti	Impact of hybrid work arrangement on employee productivity
11:30 - 12:30	Plenary Presentation 8 Dr Stratis Efthymiou, Programme Leader, School of Business, Unicaf, Federal How can HR help build the organization of the future Chair: Dr Georgia Sakka-Vronti, Dean, School of Business, Unicaf, Federal	
12:00 - 13:00	Break	
13:00 - 14:20	Session 11: Leadership, strategy and organisational performance in business Chair: Mr Marios Stavrakis, Programme Leader, School of Business, Unicaf, Federal	
13:00 - 13:20	Tisungane Sitima	Gender representation in public administration leadership (case of Malawi parliament)
13:20 - 13:40	Ogochukwu Joy Nwakaire	The effect of job satisfaction on employee and organisation performance (focus on engineers)

13:40 - 14:00	Paula Jenese Jacqueline Forrest	Effectiveness of strategies for addressing globalization driven opportunities and challenges facing small and medium enterprises in Jamaica's manufacturing industry
14:00 - 14:10	Closing Remarks Business School Dr Georgia Sakka-Vronti, Dean, School of Business, Unicaf, Federal	
14:10 - 14:30	Closing Ceremony Dr Elena Papadopoulou, Pro Vice-Chancellor Teaching and Learning, Unicaf, Federal Chair: Dr Athanasia-Eleni Kavadia, Research Officer, Unicaf, Federal	

Abstracts

Plenary Presentations

Supporting autistic learners in educational settings

Mrs Zoe Torsney
Literacy and English teacher and lecturer
Student in the Doctor of Education (EdD) programme
Liverpool John Moores University

According to the NHS, autism is prevalent in 1.1% of the UK population – more than one in every hundred individuals (Brugha et al., 2012) and is primary need in 28.2% of all EHCPs issued for children (Lee, 2019). UK policy has been moving towards a model of inclusive education for the past decade; however, this is not without challenges. Widely held assumptions about autistic people - exacerbated by stereotyped representations of autistic individuals in the media - are unhelpful in creating a neuroaffirmative culture both within wider society, and in schools and educational settings.

The presentation will outline significant factors in supporting autistic learners effectively, including the language we use - autism as a disability "pathologises" (Beardon, 2021) - and the implications of the newly adopted term "neurodivergent". It will explore the importance of mental well-being and a student-centred, individualised approach. It will explore the potential impact of neuro-affirmative practices in educational settings and the shortcomings of the current UK mechanism for support, the EHCP.

The presentation will introduce my research on operations of power in the EHCP process. Commonly accepted definitions of power relate to the ability to control valued resources, within the context of a particular relationship or social group (Emerson, 1962; Fiske, 1993). Recent research has explored how the education system in the UK "simultaneously grants and removes power from individuals" (Bodfield & Culshaw, 2024). In the context of SEND provision, an under-resourced sector currently at the centre of a funding crisis, 'valued resources' - appropriate support for autistic children - are being sought by both parents and professionals, but outcomes can vary widely by local authority (Azpitarte & Holt, 2023). My research draws on various theories of power, to interrogate the experiences of parents and education professionals interacting with the EHCP pathway to support autistic children.

Mentoring innovative and regenerative youths for Organizational Development (OD): Enablers and disablers in Higher Education Institutions (HEIs)

Dr Daniel L. Mpolomoka
Dean, School of Education, Humanities and Social Sciences
Unicaf University in Zambia

Dr Christine Mushibwe
Vice-Chancellor
Unicaf University in Zambia

This paper examines the role of mentoring in fostering innovation and regenerative practices among youths, exploring how such programs can be structured and implemented to maximize their impact. It delves into the methodologies and impacts of mentoring programs designed to harness the innovative and regenerative potential of young individuals across various cultural contexts. A systematic review approach following Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines was employed to collate and synthesize relevant literature. This method ensures a comprehensive and unbiased analysis of existing research, providing robust and reliable insights. The review covers various perspectives, including global, African, and Zambian contexts, to offer a holistic understanding of the effectiveness of mentoring in different cultural settings. Findings reveal that globally, mentoring has been recognized as a vital tool for youth development and organizational growth promoted by Higher Education Institutions (HEIs). Both enablers and disablers to OD exist, which point to mentoring programs shaped by education, creativity, leadership skills, mindset change and resilience among youths. Mentoring initiatives in Africa often focus on developing entrepreneurial skills and promoting innovation. In Zambia, mentoring initiatives have focused on bridging the skills gap and promoting sustainable practices. Enablers to OD for youths point to the need for increased investment in structured mentoring programs, which can lead organizations to harness the potential of young talents to achieve sustainable growth and adaptability. The paper contends that mentoring, which HEIs promote significantly enhances youth innovation and regenerative capabilities, benefiting both individuals and organizations. The study concludes that a strategic focus on youth mentorship by HEIs is pivotal for long-term organizational success, providing valuable insights and recommendations for organizations seeking to implement effective mentoring strategies.

Authorship and AI Creativity: Copyright law and Large Language Models

Dr Ruth Flaherty
Senior Lecturer in Law, School of Social Sciences and Humanities
University of Suffolk

As artificial intelligence increasingly contributes to the creation of artistic and creative works, questions surrounding authorship and copyright law have gained importance. This presentation explores the evolving relationship between AI-generated content and traditional standard theories of creativity, to see whether AI should be considered a 'creator' for the purposes of copyright protection. Historically, originality and creativity have been seen as vital when discussing which works should be worthy of copyright protection, which has therefore discounted protection from non-human creators. This presentation will investigate the rise of sophisticated AI systems capable of producing highly creative outputs, and argue that existing copyright law needs to change to reflect this. Key case law such as the 'monkey selfie' case, as well as recent case law in the US and EU, will be examined to consider the tension between innovation and jurisprudence in this area to come to a conclusion as to whether AI generated works should attract copyright protection in either jurisdiction. This will also enable a discussion regarding the further philosophical implications of protection – who should own the rights, if there are any, to the works? Intellectual Property law exists to ringfence the effort that creators put into generating new works, and protect the economic incentive to create. However, this is based on general theories of creativity where it is assumed that the creator is human. Do these theories still apply to the incentives to create of either the LLM itself, or any humans involved with it? Through an examination of legal and theoretical texts, this presentation will provide a clear summary of the law to date, as well as provide a suggestion regarding where the technology and the law will end up in the future.

Time to Ponder: Transformation in first-generation Creative Industries students'

Mr Wez Nolan
Programme Leader, Liverpool Screen School
Liverpool John Moores University

"Transformative" is often used to describe and promote Higher Education in the UK. I investigated this promise in relation to Creative Industries education by observing it through a Transformative Learning lens (Mezirow, 1978 - 2006). A longitudinal study of the experiences of first-generation students whilst on Creative Industries degrees at Southampton Solent University between 2015 -16 is presented with follow-up interviews five years after graduation. My experiences as a first-generation student, craft professional, educator, and program leader also shape the reflective aspects of this work.

Students on creative industries degrees at Southampton Solent University were invited to engage with PonderLogic. An online research space where I posted weekly moving image prompts and participants were invited to record and upload responses in their own time. Students, aged between twenty and forty-four, three males and three females, contributed over 200 clips while completing their studies. They were then interviewed five years after they graduated. Reflexive Thematic Analysis (Braun & Clarke, 2006 - 2022) was adapted to code the data within the NVIVO software using Mezirow's ten phases of perspective transformation (1978) as a triangulation base for emerging themes and an iterative framework. I sought first to critically analyse Mezirow's transformation cycle (1978) to recognise strengths, failings or potential additions. To then identify aspects of the students' experience that might map to the cycle, and ultimately, this all led me towards experience design.

The practical, active learning environment and collaborative nature of Creative Industries programmes in Higher Education can result in perspective shifts and lead to transformative social, learning and career gains. The research ultimately aimed to derive utility from transformative learning theory and proposes a perspective benchmark approach to curriculum design. My Frame of Reference Model (FORM) for education design and 13-step Personal Transformation System (PTS13) are offered as next-stage contributions.

Ripple Effects Mapping: what is it and how can it be utilised in public health?

Dr Chris S. Owens

Senior Lecturer

School of Nursing, Midwifery and Public Health

Institute of Health and Wellbeing

University of Suffolk

The ability to identify and understand impacts of an intervention/programme in public health can be a positive asset when undertaking evaluation. Ripple Effects Mapping, which is considered as a method that is qualitative, enables this and has been gaining momentum in its use in a public health context in recent years. This presentation will focus on Ripple Effects Mapping in detail with coverage of what it is and its background, how to undertake Ripple Effects Mapping, adaptations of the Ripple Effects Mapping method and reflections on the practicalities of using it in public health including positive aspects and challenges. Through this presentation, it is hoped that researchers and practitioners in public health will see the benefits of this method and feel empowered to consider using it when evaluating an intervention/programme.

**Experiences of geophagy during pregnancy among African migrant women in London:
Implications for public health interventions**

Dr Kezia Njoroge
Senior Lecturer, Public and Allied Health, Faculty of Health
Liverpool John Moores University

This study investigated the practice of clay ingestion among African migrant women during pregnancy, considering potential health risks. The aim was to provide information for public health interventions by the UK Health Security Agency (formerly known as Public Health England) and the UK Food Standards Agency. The study used an interpretative phenomenological approach (IPA) and involved collecting data from 30 participants through individual in-depth interviews and one focus group discussion. The findings revealed that clay ingestion is a common cultural practice among African communities and is widely accepted. Many participants had been introduced to clay ingestion during childhood and continued the practice in adulthood due to family influences and social networks. Nausea, vomiting, appetite challenges, and cravings were cited as the main reasons for clay ingestion during pregnancy. Most participants claimed that clay ingestion was effective and consumed it daily, often in large quantities, despite the potential health risks. The study suggests the need for culturally sensitive public health interventions, starting with the inclusion of health risk messages about clay ingestion in maternal health nutrition information within antenatal settings. Multilevel interventions informed by life course approaches, community health messages, and an enabling regulatory policy framework are recommended, with a focus on clay sold for human ingestion.

Over-the-counter medicines, herbal medicines and dietary supplements for depression, anxiety and insomnia: A scoping review

Dr Rachael Frost

**Senior Lecturer, Health and Social Care, Public and Allied Health, Faculty of Health
Liverpool John Moores University**

Depression, anxiety and insomnia are common and are associated with reduced quality of life, greater absence from work, greater risk of other health problems and greater use of healthcare services. There are known problems with access to psychological therapies (e.g. long waiting lists) and whilst medications can be effective, they can also have side effects which discourage their use.

People often prefer to self-manage their mental health, and may actively seek over-the-counter (OTC) medication, herbal medicines or dietary supplements prior to or whilst seeking support from a healthcare professional. Evidence for different products is currently reported as individual trials or reviews of individual products, which provides challenges for comparing products. We aimed to map the evidence available for OTC medications, herbal medicines and dietary supplements for depression, anxiety and insomnia.

We carried out a scoping review of randomised controlled trials evaluating oral OTC products in people aged over 18 years with symptoms of depression, anxiety or insomnia. We searched CENTRAL, MEDLINE, EMBASE, PsycInfo and AMED (inception to Dec 2022), with no language or date limits. Out of 15,338 potentially relevant studies, we screened 1346 full texts and included 360 papers and 61 ongoing trial records.

Products with substantive numbers of trials included omega-3s (n=46), St John's Wort (n=39), saffron (n=18), probiotics (n=18) and vitamin D (n=16) for depression; kava kava for anxiety (n=13); and melatonin (n=27) for insomnia. However, many other products had only single studies and there were clear gaps between commonly used products and what has been evaluated. Where reported, safety data showed few concerns. Fewer studies were carried out in older people, particularly for anxiety. Future research needs to prioritise products that are widely used, show promise, have a less substantive evidence base, are targeted at anxiety in older people and evaluated as adjuncts to conventional therapies.

This study is funded by the National Institute for Health and Care Research (NIHR) School for Primary Care Research (project reference 635). The views expressed are those of the author(s) and not necessarily those of the NIHR or the Department of Health and Social Care.

How can HR help build the organization of the future

Dr Stratis Efthymiou
Programme Leader, School of Business
Unicaf, Federal

In a world characterized by continuous change, Human Resources (HR) serves as the foundation for organizations that emphasize human potential. The era in which machinery and traditional expertise were the cornerstones of success is over; today, the capacity to unlock human talent and foster a culture that leverages modern advancements is crucial for thriving in a dynamic business environment. To build organizations that are ready for the future, HR must transition from conventional, rigid structures to embrace flexible, interdisciplinary teams that can quickly adapt to shifting market demands and new challenges. This evolution encourages collaboration and taps into diverse viewpoints, enhancing creativity and problem-solving abilities within the organization.

A fundamental aspect of HR's role is prioritizing talent development and continuous learning. By concentrating on improving employees' skills and knowledge, HR can create an environment that promotes ongoing personal and professional growth, enabling individuals to excel in ever-changing work settings. Additionally, HR's dedication to sustainability is becoming increasingly vital, aligning with the growing emphasis on corporate social responsibility (CSR) and empowering organizations to meet ethical standards while making positive contributions to their communities and the environment.

By utilizing artificial intelligence (AI) and data-driven insights, HR can enhance its strategic contributions within organizations. These sophisticated tools provide essential information regarding employee performance, engagement, and overall organizational health, allowing HR professionals to make informed decisions that align with both business objectives and employee satisfaction. Through the implementation of these strategies, HR positions itself as a key partner in ensuring organizations remain resilient and prepared for growth in a complex and competitive landscape.

Ultimately, HR will play a crucial role in shaping workplaces that effectively tap into human potential while integrating contemporary advancements, paving the way for a more innovative and promising future.

Workshop

Physico – chemical and heavy metal analysis in soils at the Lobatse sanitary landfill in Botswana

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The aim of the study was to ascertain the pollution levels in soils in and around the Lobatse landfill site (i.e. physico – chemical and heavy metal analysis at surface and subsurface depths). The specific objectives were to determine the properties of soils in and around the landfill and compare them along a transect upslope and downslope of the landfill. Determine, the impact of wastes, levels of heavy metal contamination in soils around the landfill and compare the findings to set standards (FAO, USSR and EU limits) and other yardsticks. Ten (10) soil sampling sites were used to collect samples, both on and offsite along a spatial gradient transect while the sampling interval was based on the length of the slope below the landfill. Field sampling and laboratory analysis of soils was done so as to ascertain physico-chemical and heavy metal pollution levels. A t-test was used for comparing soil pollution levels at surface and sub-surface levels. The findings of the investigations show that soils suffered from pH, Nitrates, Sodium, Potassium, Chromium, Manganese, and Magnesium pollution which was above the set thresholds (USSR). The levels of EC, alkalinity, nitrates, sulphates and chlorides were higher at the landfill zone as compared to upslope and downslope zones signaling a negative pollution impact of soils down gradient, attributed to high salt content and greater accumulation of divalent elements. The landfill zone samples had pollutant levels higher than both downslope and control samples. Lobatse pollution levels were significantly ($p<0.05$) different as follows; surface depth (pH, Phosphates and Lead) and sub-surface depth (Sulphates and Chlorides). Nickel and Magnesium levels displayed an increasing trend from upslope down gradient through the landfill to the downslope zone. Sodium, Potassium, Chromium, Manganese and Magnesium levels were significantly above the FAO, USSR, EU and the Nigerian guidelines. Overall, sanitary landfills have far-reaching impacts on the soils which makes them unsuitable for agricultural purposes while they increase pollution levels if not monitored, leading to compromised soil health, deterioration and descending environmental eminence.

Abstracts are presented in the running order of the programme.

Day 1: School of Education, Humanities and Social Sciences
Monday, November 18th, 2024

Session 1: Leadership in Education

Analysis of the relationship between school leadership and bullying in high schools in Nairobi, Kenya

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Unicaf University in Zambia

The purpose of this study was to analyse the relationship between school leadership and bullying in high schools in Nairobi, Kenya. The study intended to examine the need to comprehend or understand the multiple mechanisms by which school leadership influences bullying and its broader societal ramifications. The research method selected for this study is the qualitative method. The study was based on a comprehensive literature search and review across major academic databases like Google Scholar, ProQuest, and EBSCO. Other sources of data, including documents or published literature, electronic databases, government publications, non-governmental organization reports, think tank reports, and news articles were included. A pre-designed table was created to extract data, assuring consistency. This form had particular areas such as author information, publication year, study design, population size, main results, and outcomes pertinent to the research issue. The researcher independently assessed each manuscript, and recorded pertinent data in the table. A thematic analysis of the sample was done to identify common concepts or themes. The analysis was conducted in different phases. Under the concept of leadership and institutional policy, the most frequently identified theme was the role of leaders in creating a positive school climate to discourage, prevent, and manage bullying among students in high schools. Individual behavior and well-being are the second theme identified in this study with sub-themes: Academic performance, mental and physical wellness, and school climate (perceptions of safety, trust, and attitude). Bullying in high schools impacts the behaviors, abilities, and health of students. Recognizing and addressing these factors is essential in education to provide the required comprehensive support to prevent and manage bullying among high school students. The statistics necessitates the identification of the association between different stakeholders, including school leaders, teachers and local community. The presented findings highlight the ability and role of leaders to contribute to positive quality social change within high schools in Nairobi, Kenya by addressing the root causes of bullying, educating and encouraging positive transformation among students and improving the school climate.

The effect of leadership styles on organization performance

Osward Chikwaba
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Leadership styles play a pivotal role in shaping the performance of organizations, especially in complex and dynamic contexts such as international development projects. This study examines the impact of different leadership styles on the organization performance of the USAID HIV/AIDS Project in Zambia. Drawing on a comprehensive analysis of leadership approaches employed within the project, this research explores how various leadership styles, including transformational, democratic, authoritarian and laissez-faire leadership, influence key performance indicators and project outcomes. The research employed a qualitative insight. Qualitative data was gathered through interviews and document analysis. The study's findings are structured around key dimensions of organization performance, including project efficiency, effectiveness, sustainability, and stakeholder engagement. Preliminary results suggest that leadership styles within the USAID HIV/AIDS Project in Zambia have a significant impact on various aspects of organization performance. Transformational leadership is found to be positively associated with employee motivation, innovation, and stakeholder engagement, leading to enhanced project effectiveness. In contrast, laissez-faire leadership appears to hinder project efficiency and sustainability due to a lack of guidance and oversight. Transactional leadership demonstrates a mixed impact, with its effectiveness contingent on the specific context and task requirements. These findings provide valuable insights for organizations engaged in international development projects, particularly in the healthcare sector. Understanding the influence of leadership styles on organization performance can help project managers and leaders make informed decisions to optimize outcomes and achieve sustainable impacts. Additionally, this research underscores the importance of tailoring leadership approaches to the unique challenges and objectives of HIV/AIDS projects in resource-constrained settings like Zambia.

Impact of new curriculum on secondary school learners' performance in mathematics

Ndahekelekwa Puyeipawa Ndailikana Kalimbo
Unicaf University in Zambia

The focus of this study is secondary school learners' performances and in particular how their performance is influenced by new curriculum of 2015. National Curriculum for Basic Education in Namibia was revised in 2015 to help achieve the National Education and Training Sector Improvement programme (2007). This study, therefore, sought to explore the influence of new curriculum on mathematics performance by secondary school learners and to determine if new curriculum is sorely responsible for poor performance in mathematics by secondary school learners. Through literature it has been established that learners poor performance is indeed a result of collective factors, so there was a need to understand and critically analyse how each factor influenced poor performance in Namibian secondary school learners.

This study drew on Urie Bronfenbrenner model. Social-ecological model considers multiple level of influence on an individual behaviour and development. It suggest that individual interpersonal community and social factors all interact to influence an individual behaviour and outcome (Petticrew & Roberts, 2008).

A qualitative (Desktop) methodology was used, document analysis was used to gather information by conducting comprehensive review of existing literature on the topic, including academic journals, research reports, and websites as well as government publications (Lewis, 2005), and analysed sing content analysis technique (Elo & Kyngas, 2008).

The main finding was that new curriculum is not sorely the cause of poor performance in mathematics by Namibian secondary school learners. However, it was noted that implementation of new curriculum contradict its mandate. New curriculum advocate equitable education for students (National Curriculum for Basic Education, 2015), yet the curriculum prescription defies the possibility for this. New curriculum lacks instructional resources, classes are overcrowded, teachers not well consulted, lack of teachers training on the content as well as learners' negative attitude toward subject. Thus, curriculum is not the problem, but proper planning and adequate resources is the main issue. Statistic of mathematics performance shows regions that continuously perform well such Khomas and Erongo because their school have resources, parents are financial stable and surrounded by possible donors not to mention schools favourable climate and environment.

Session 2: Education

The role of school principals in promoting students' healthy mental wellbeing for effective learning

Enyi Ebere Mary

Unicaf in partnership with Liverpool John Moores University

This study aims to provide a comprehensive understanding of the role of school principals in promoting students' mental health to facilitate effective learning environments. Utilizing a descriptive research design, data were collected from a sample of 22 published works out of 96 published works including scholarly articles, books, reports, and other relevant academic literature related to the topic. The primary instrument of data collection for this study is academic literature. This includes peer-reviewed journal articles, sage journals, books, international journals, government reports, national surveys, and relevant policy documents. The findings revealed the multifaceted nature of promoting student mental health in schools. Several factors influence student wellbeing, and principals' play a critical role in creating a supportive environment. However, principals face challenges due to limited resources, training, and competing priorities. The implementation of effective strategies, such as staff training, collaboration with mental health professionals, curriculum integration, and open communication, can significantly improve student mental health outcomes. This descriptive analysis contributes to the existing literature by offering insights into the specific practices and strategies employed by school principals to promote students' mental health for optimal learning outcomes. Implications for policy and practice are discussed, emphasizing the importance of comprehensive support systems and professional development opportunities for school leaders.

Factors affecting Caribbean Secondary Education Certificate (CSEC) biology exam performance: An analysis of examiner reports on student performance in biology CSEC examinations (2016-2021)

Ayanna A.E. Lee
Unicaf in partnership with Liverpool John Moores University

While much literature exists on the factors that affect exam performance in undergraduate introductory biology classes, very little research exists on the factors that affect student performance at the CSEC biology exam. The CSEC biology examination provides an avenue for determining the preparedness of Caribbean students to join the STEM labour force and tertiary education courses; by enhancing student performance at CSEC biology, stakeholders can improve the Caribbean's scientific advancement. The current study conducted an inductive thematic analysis of six CSEC examiners reports to identify those factors which positively and negatively affect student performance in the biology exam, and to identify the examiners' suggestions on how student achievement in the exams can be improved.

The results indicated that students' exam performance is affected by student-based factors, specifically student competence in knowledge of biology, use of knowledge, practical skills, and language and communication skills. These results support the findings in the literature that exam performance is complex and based upon multiple correlated factors. The implications of this study can inform the practice of biology educators in their efforts to enhance student performance, and guide future research in the field to clarify not only the other, exam-related factors that affect CSEC Biology exam performance, but the effectiveness of CXC CSEC in general.

An exploration of challenges with implementation of Inclusive Education (IE) in primary schools: The case of Kankhomba, Machemba and Ligowe primary schools in Thyolo

Kenneth Boss Listens Chikumbutso
Unicaf University in Malawi

The study explores on challenges with the implementation of inclusive education (IE) within primary schools in Malawi. The study further examined the four themes under the topic: The attitudes of teachers towards implementing inclusive education in primary schools, the level of readiness and training of teachers for implementing inclusive education, the state of the facilities and infrastructure to support inclusive education in their schools, and the forms of pedagogies employed in implementing inclusive education. The study finds that there are numerous challenges that hinder the implementation of inclusive education in primary schools in the country. The study suggests some remedies for effective implementation of inclusive education in Malawi. The researcher recommends that if more research to be carried out in the same concept in near future, researchers should focus on how closely the Ministry of Education is keeping an eye on and evaluating the implementation of inclusive education in the country. Others can focus on the challenges associated with implementing the policies that control inclusive education in its entirety. This will help to determine the best long-term plan for bringing inclusive education to all schools across the country so that all students have equal access to the learning process. The researcher used qualitative approach to collect data and used several qualitative techniques to gather the data that includes; questionnaires that were distributed to three headmasters and the primary advisor for education, semi-structured interviews were used to collect data to nine primary school teachers and students, focused groups were used to discuss with parents, and observation of twelve lessons in both junior and senior classes covering various areas. Additionally, the researcher used qualitative analysis to analyse the collected data, the collected data was subjected to thematic analysis for interpretation. During the thematic analysis, the researcher employed an inductive approach. Some limitations were encountered during the research including distance and not being able to attend to every participant as planned and many more.

Day 2: School of Education, Humanities and Social Sciences
Tuesday, November 19th, 2024**Session 3: Law****The effectiveness of international law in preventing and punishing sexual violence as a weapon of war**

Eunice Shilajiru
Unicaf in partnership with Liverpool John Moores University

The underestimated impact of Sexual violence during war has contributed to lack of proper justice to the victims and less attention by the international law in recognizing it as a weapon of mass destruction with the same measure as other weapons. This paper will look at the effectiveness of international law in preventing and punishing sexual violence as a weapon of war. The Paper will review literature of how the international community only prosecuted sexual violence more than 65 years after holocaust, and how that delay contributed to the confidence of the use of sexual violence as a weapon of war at Nuremberg, former Yugoslavia, Rwanda, DR Congo among others. The study seeks to review the effectiveness and the potential gaps on how the international community has handled sexual violence as a weapon compared to other weapons of war. The research will focus on the recognition of sexual violence as a weapon of war by the international law, the motivation behind the enemy's use of sexual violence for mass destruction, examining the role played by the international law in setting up legal structures to prevent, address and punish use of sexual violence as a weapon of war. Quantitative research methods will be used as the paper seeks answers to previously unanswered research. The research paper seeks to draw the much-needed attention to the on the effects of sexual violence as a weapon of mass destruction. The paper will draw recommendations that will aid the international law enrich its efficacy in dealing with sexual violence as a weapon.

**Balancing the competing interests of humanitarian intervention and state sovereignty:
Lessons from Libya**

Oluwapelumi Mojolaoluwa Mofoluwawo
Unicaf in partnership with Liverpool John Moores University

Humanitarian intervention and state sovereignty are seemingly two parallels that have continued to meet from time immemorial, with one eventually superimposing on the other. Muammar Gaddafi's Libya provides a noteworthy example of these competing ideals and how things may play out where one encroaches upon the other. Sovereignty denotes absolute power and control by a state government over its affairs, domestically and internationally, to the exclusion of all others. Humanitarian intervention on the other hand refers to an unpermitted deployment of force by the UN in a sovereign state to address humanitarian problems and large-scale human rights abuse perpetuated by the state's government. While the UN's intervention in Libya was aimed at promoting a ceasefire and addressing the humanitarian concerns without seeking to overthrow the existing government, it marked the end of the Gaddafi regime with other unforeseen post intervention consequences. Questions have lingered around the necessity of the intervention, the propriety and legality of it, as well as the intended and unintended consequences. This research interrogates these concerns and drew out important lessons which policymakers and international actors can leverage to effectively navigate these competing interests in future crises.

Examining the relevance and adequacy of the Outer Space Treaty as an international legal instrument for Space Tourism Entrepreneurship (STE): A systematic literature review

Lukman Raimi

Unicaf in partnership with Liverpool John Moores University

Purpose: The relevance and adequacy of the 1967 UN Assembly Resolution 2222, XXI, Outer Space Treaty as a legal framework for Space Tourism Entrepreneurship (STE) are the subject of unending debates among experts and legal researchers. This study critically examines the relevance and adequacy of the Outer Space Treaty (OST) as an international legal framework for regulating space tourism entrepreneurship (STE).

Design/Methodology/Approach: Utilising a Systematic Literature Review (SLR) with a focus on historical, conceptual, and empirical reviews, the study assesses the OST's suitability for STE. A rigorous extraction template guided the selection of 46 academic articles.

Findings: The study reveals three key findings. Firstly, while the OST offers partial relevance for STE activities such as space tourism and commercial exploitation, it falls short in addressing emerging legal, regulatory, and ecological complexities. Secondly, the treaty is deemed completely inadequate as a legal framework for STE due to its inability to address these complexities effectively. Thirdly, the study suggests that existing provisions can be strengthened through the development of comprehensive space law at international, regional, and national levels to address the evolving challenges in the space tourism industry.

Practical Implications: The findings underscore the need for policymakers and legal experts to revisit and strengthen existing legal frameworks to better regulate the rapidly evolving field of space technology and space tourism entrepreneurship. This includes developing a comprehensive space law that addresses emerging complexities and ambiguities.

Originality: Apart from employing mainstream doctrinal analysis, this paper introduces an innovative method for systematic literature review (SLR), which integrates historical, conceptual, and empirical evaluations to appraise the relevance and adequacy of the OST. Additionally, it introduces novel metrics, such as the test of relevance (ToR) and test of adequacy (ToA), to evaluate legal complexity in the context of space tourism entrepreneurship.

How diverse are corporate boards

Audrey Khaleji Bridgete
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The diversity of corporate boards has been increasing in recent years, but there is still room for improvement. Women are more ambitious than ever, and workplace flexibility is fuelling them. Yet despite some hard-fought gains, women's representation is not keeping pace. The representation of racial and ethnic minorities on corporate boards is still relatively low. In addition to gender and racial/ethnic diversity, there are other types of diversity that are important to consider when evaluating the diversity of corporate boards, such as: age, sexual orientation, disability status, socioeconomic background, educational background, and professional experience. Overall, the diversity of corporate boards has improved in recent years, but there is still significant room for growth to achieve true representation of the population. Companies need to make a concerted effort to recruit and appoint board members from all backgrounds to create more inclusive and effective boards. The boardroom is where strategic decisions are made, governance applied, and risk overseen. It is therefore imperative that boards are made up of competent high calibre individuals who together offer a mix of skills, experiences, and backgrounds. Board appointments must always be made on merit, with the best qualified person getting the job. But, given the long record of women achieving the highest qualifications and leadership positions in many walks of life, the poor representation of women on boards, relative to their male counterparts, has raised questions about whether board recruitment is in practice based on skills, experience, and performance.

Session 4: Criminology

The decriminalisation of cannabis in Trinidad and Tobago (T&T): An analysis of the impact on the Criminal Justice System (CJS)

Ivan Nicholls

Unicaf in partnership with Liverpool John Moores University

According to Jaeger (2019), Trinidad and Tobago (T&T) have decriminalised the manufacture, possession, and consumption of cannabis since 2019 and as a consequence, this research is significant in determining the implications. Moreover, the objectives of this dissertation entailed the evaluation of the criminalization of cannabis and its impact on the Criminal Justice System (CJS); the deterrence and sociological theories that elucidated cannabis prohibition failures and whether decriminalization of cannabis is an important transition for T&T. Moreover, statistical data has revealed a correlation between cannabis prohibition and increased committal rates in the prisons. Consequently, Alexander (2022) in his newspaper article claimed that there has been a positive impact of the decriminalisation in T&T which has resulted in a 78 per cent decline in drug-related offences before the court. Pertinent research questions were subsequently formulated from the objectives and the research design and methodology were carefully chosen that answered the questions. The research finding has revealed that there was no justification for the globalized criminalisation of cannabis and the benefits associated with its use, especially medicinal cannabis, far outweigh the harm to society. The theoretical analysis has proven that cannabis punishment has never been a general deterrent (GD) or specific deterrent (SD) and as such cannabis continues to be the most popular illicit drug. This pertinent fact was emphatically supported by the research undertaken by Blumenson and Nilsen (2010). The research can be improved upon by the implementation of a more sophisticated research methodology. Future research can envision evaluating the impact of illegal Venezuelan immigration Mohan (2019), and the deportation of foreign national offenders on the T&T illicit cannabis culture, the post-2019 decriminalisation of cannabis period and the impact on the CJS in T&T, the illicit cannabis industry and its contribution to the economic development of T&T and others that has been highlighted.

Utilisation of the diversion programme in reducing institutionalisation among juvenile offenders in Kenya

Sharon Moseti Onchwari
Unicaf in partnership with Liverpool John Moores University

Kenya's imprisonment rate over a 7-year period 2016-2022 averages 382 per 100000 during which the daily prisoner average was 47,449 (Economic survey 2021, pg 336; ibid 2023, pg. 397; ibid 2024, pg. 427). This was against a prisoner capacity of 26,678 (ODPP, 2019), sadly one third are serving sentences between 2 years and below and 63% are unconvicted; serving as a major precursor to prisoner overcrowding. Programmes such as diversion instead of institutionalisation can therefore aid in reducing the bloated prisoner population. The research was descriptive and secondary data was analysed from the Kenya National Bureau of Statistics annual Economic survey reports. From 2018 to 2022, children at odds with the law were 24,596 and diverted children were 19,322. The findings therefore indicated that 79% of the juveniles at odds with the law were diverted from full judicial proceedings. It will therefore be in the best interest of justice that diversion as a practice is adopted across Kenya's criminal justice system.

Session 5: Psychology and Mass Communications

Local mainstream television coverage of cyclone Freddy in Malawi: A comparison between state media (MBC) and main private media news outlets (Zodiak TV and Times TV)

Prescot Alexander Chipezayani
Unicaf in partnership with Liverpool John Moores University

This study examined the coverage of cyclone Freddy by Malawi Broadcasting Corporation (MBC TV) Times and Zodiak television news stations by comparing the prevalence of six media frames in their online news items from 11 March to 30 September 2023. Unlike earlier studies most serious media outlets use conflict and attribution of responsibility media frames to cover serious issues in Malawi (Malawi Media Landscape, 2022, p.p13-14, Sarma, 2018, p.828) coverage of cyclone Freddy in Malawi mostly utilized the human interests and morality frames. The shift, the study finds, to have arisen from the urgent demand for consolidating public support to respond to the overwhelming devastation wrought by cyclone Freddy in thirteen districts in Southern Malawi. By drawing personal experiences of the survivors and a collective moral responsibility to do something about those in need, the mainstream television outlets were able to muster sympathy from various actors and partners into action. While promoting human interest and morality frames, the research also finds evidence of deliberate effort within the coverage to repress the attribution of responsibility and the conflict frames by all television stations with MBC being most prevalent. The study understands this to be an endeavour towards enhanced response. Additionally, the research finds considerable prominence of the international interest frame which examined the country's appeal for international assistance to respond and recover from the disaster. The prevalence of the international frame indicates the country's vulnerability and its inability to respond to the damage on its own. The country needed urgent external support to mitigate suffering as well as to anchor recovery initiatives. The study is a milestone achievement in media coverage of disasters in Malawi, by comparing the framing of cyclone Freddy disaster between state and private media outlets with potential of shaping response initiatives and future media studies.

The impact of teachers' psychosocial well-being on the transition of schools into learning communities

Oluwatobiloba Elizabeth Aregbesola
Unicaf in partnership with Liverpool John Moores University

This study aimed to investigate the impact of teachers' psychosocial well-being on the transition of schools into learning communities. The key goal is to examine the role of teachers' psychosocial well-being during transition from school to learning communities. A systematic literature review was performed by identifying psychosocial wellbeing and collaborative involvement between teachers and learning communities over the past five years by peer-reviewed studies. The review included studies from numerous countries and a variety of research methods, such as qualitative, quantitative, and mixed methods approaches. The results indicate the substantial impact which teachers' mental and emotional wellness have on their ability to contribute to collaborative efforts. The findings also indicated that teachers may face difficulties that include heavy workload, stress, and burnout, which may hamper their involvement in school's transition to learning communities. Among the suggestions are the creation of supportive measures to improve teachers' quality of life, through the provision of ample resources, building positive connections, and encouraging stress management. Suggestions for further research include; identifying the strategies and interventions that greatly contribute to the psychosocial well-being of teachers and the networks being built in learning communities. Also, longitudinal studies should be conducted to check the effect of teachers' well-being on students' long-term outcomes and the general performance of learning environments and finally, comparative research across different educational systems and cultures can provide certain insights into the factors of the social school environment that promote students' and teachers' development.

How school-based mindfulness programs influence the psychological and wellbeing of the school going children in Qatar**Naheed Akhter****Unicaf in partnership with Liverpool John Moores University**

The purpose of this systematic literature review type study is to identify the effectiveness of school-based mindfulness interventions and investigate the interventions that affect the mental health and overall well-being of learners. The primary limitation is that the focus is on assessing different kinds of intervention studies, randomized controlled trials, and reviews to provide the most up-to-date body of knowledge in the tested area. Studies included were experimental, quasi-experimental, cross-sectional, qualitative or mixed-method studies that were published between 2014 to 2024 targeting school-aged children and their involvement in mindfulness interventions.

The review indicates that mindfulness-based programs lead to a reduction in stress and anxiety among youths in urban areas (Sibinga et al., 2016), increases in emotional self-regulation among children (Malboeuf-Hurtubise et al., 2021), and positive impacts on class behavioural patterns and academic outcomes (Bakosh et al., 2015). More particularly, a range of cross-sectional and longitudinal studies demonstrates that mindfulness interventions decrease stress and improve the mental health of elementary school children (Weijer-Bergsma et al., 2012), increase cognitive abilities as well as affective self-regulation (Beattie et al., 2018), and improve SEL (Henriksen, 2024). These programs are useful in enhancing in improving the different kinds of mental health status among the youths with prevention as well as treatment (Carsley et al., 2017). On the same note, school-based mindfulness intervention enhances the well-being of learners by fostering cognitive and socio-emotional growth and diminishing learners' pressure (Schonert-Reichl et al., 2015). Mindfulness training improves attention and self-regulation: Teachers and students practising mindfulness exhibit improved functions in self-regulation of attention and feelings (Henry et al., 2021). Also, other mindfulness programs foster creativity and mindfulness attitudes in children (Cheung 2023) and enhance well-being in Qatari adolescents (Abdel-Salam et al, 2018). Hence school-based mindfulness intervention enhances various mental health, improves emotional self-regulation, and creates an optimum learning climate. These results indicate the necessity of including mindfulness activities in school curriculums to enrich students' mostly emotional and social learning experiences. The objective of this research study is to determine how school-based mindfulness programs influence the psychological and wellbeing of the school going children in Qatar. The proposal emphasizes the applications of mindfulness practices among children and also advocates for proper research to understand whether to add more or not. The primary research question focuses on the effect of mindfulness programs on the mental health outcomes of young school children living in Qatar and a questions, such as student, instructor, and implementation perspective barriers to the programs, and possible variance thanks to demographic differences.

Day 3: School of Sciences, Health Sciences, Technology and Engineering
Wednesday, November 20th, 2024**Session 6: Health Sciences****Lived experiences of nephrology nurses providing hemodialysis treatment: A systematic review**

Grace Cynthia Olofu
Unicaf in partnership with Liverpool John Moores University

Nephrology nurses provide life sustaining patient care in a technologically complex heamodialysis environment (Hayes, Bonner and Douglas, 2015). This study explored and described the nature of heamodialysis environment and the unique experiences of Nephrology Nurses informed by their long-term relationships with patients (Ponce et al., 2019). The review was based on studies systematically selected from qualitative peer-reviewed online articles (Mengist, Soromessa and Legese, 2019) published in English from databases of Science Direct, PubMed, Scopus, Scientific Electronic Library Online and Google Scholar. The qualitative research appraisal tool of Critical Appraisal Skills Program (CASP) was used to evaluate the quality of the studies that met the eligibility criteria (Tawfik et al., 2019; Ndarukwa, Chimbari and Sibanda, 2019; Long, French and Brooks, 2020). Data were collected, analyzed, clustered and qualitatively synthesized using thematic analysis approach for qualitative research and reported according to the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guideline (Page et al., 2021; BMJ, 2021). A total of 157 nephrology nurses participated in the eleven eligible qualitative studies from ten countries. Four themes relating to lived experiences of nephrology nurses in heamodialysis care provision are: Therapeutic professional nurse-patient relationship, challenging care organization/setting, psycho-social experience, and teamwork experience. The study presented a deeper and comprehensive insights regarding the complexity of nephrology nurses' experiences in heamodialysis care. Largely, continuous learning and adaptation to changes in technology, treatment options, and patient populations were highlighted. Therefore, nephrology nurses need support for best practices, and enhanced quality of heamodialysis care.

Has the Prevention of Mother-to-Child Transmission (PMTCT) services offered to HIV-positive pregnant women been effective in the PMTCT of HIV in Nigeria? (A systematic literature review)

Ayodeji Daniel Oyebamiji
Unicaf in partnership with University of Suffolk

Background: Mother to Child transmission of HIV accounts for 90% of new HIV infections in children (De Cock et al., 2000) and Nigeria is the largest contributor out of seven countries which account for half of the global number of children newly infected with HIV (UNAIDS, 2021). The aim of this review is to answer the question: 'Has PMTCT services offered to HIV Positive Pregnant Women been effective in the prevention of mother to child transmission of HIV in Nigeria?'

Method: The Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guideline (Moher, 2009) was followed. Searches were conducted on 17th August 2023 in Nursing and Allied Health database, Public Health database and the Health and Medical Collection. Only studies published between 2013 and 2023 were included, studies were excluded if they were only abstracts or were irrelevant to the research question.

Results: 12 studies were included in this narrative synthesis. 3 from electronic database searches and 9 from searches conducted on Google.com and Elite.org using the research question. Using a tool by Joanna Briggs Institute (Munn et al., 2015) a critical appraisal of all 12 included studies was done. 9 out these studies reported MTCT rates as follows: 5.4% (Ademola et al., 2019), 3.5% (Oleribe et al., 2018), 0% (Ewenighi-Amankwah et al., 2020), 1.4% (Olubanke et al., 2016), 2.4% (Pauline et al., 2021), 1.3% (Chukwuemeka et al., 2014), 2.8% (Oyebode et al., 2015), 1.3% (Agboghoroma et al., 2015) and 4.7% (Okusanya et al., 2013) representing a total of 25,150 mother-baby pairs. The average rate of MTCT of HIV in Nigeria is 2.9% which is lower than the current global average of 11% and is within the required <5% for breast feeding countries according to UNICEF (2023). However, rates are higher in Northern regions than Southern regions.

Conclusion: Though PMTCT services in Nigeria have been effective so far, much still need to be done especially in Northern Nigeria to meet the SDG 3.3 goal by the year 2030. International organizations must collaborate with the Nigerian government to provide adequate program funding and solve problems of poor awareness and stigma.

The negative outcomes of SO₂ exposure during pregnancy on maternal and foetal health

Shaimaa Ahmed Abdel-Mougood Mahmoud Abdel-Moneim
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Background:

SO₂ is considered one of the five most air pollutants. Recently, SO₂ emissions have increased due to urbanization, industry expansion and increased coal consumption, which can lead to serious effects on maternal and foetal health, limited studies referred to them. The aim of the current study is to navigate the negative outcomes of SO₂ exposure during pregnancy on maternal and foetal health and address public health issues associated with them.

Methodology:

An electronic literature search was performed using the Embase, Scopus, PubMed and the web of science, from 01/12/2014-31/12/2023, using the keywords "Sulphur dioxide", "pregnancy", "exposure". 37 research articles met the inclusion and exclusion criteria. Only papers that were written in English and focused on the negative outcomes of SO₂ exposure during pregnancy on maternal and foetal health were included.

Results:

A total of 576 publications were identified, of which 141 were subjected to full-text review and 37 publications were finally included in the scoping review. The impact of SO₂ emission source, location, period of pregnancy, temperature, along with determinants of health were studied. Environmental injustice, inequity and inequality in the access of health care services, as well as increased spending on health insurance and occupational exposure to SO₂ due to work or residence, have been identified as the public health consequences of SO₂ exposure during pregnancy.

Conclusion:

there are limited scientific studies on the negative outcomes of SO₂ exposure during pregnancy on maternal and foetal health. Given the increasing number of these negative health outcomes, there is an urgent need to conduct a rigorous assessment of the health burden resulting from their effects on health, environmental and other potential consequences.

A scoping review of HIV testing approaches in Ghana: trends, effectiveness, and challenges

Ama Ohenebaa
Unicaf in partnership with Liverpool John Moores University

Introduction: Effective HIV testing is crucial for initiating care, treatment, and prevention strategies (Tabb et al., 2017). This study examines Ghana's progress in HIV testing and its alignment with global targets, focusing on its journey towards achieving the UNAIDS 95-95-95 goal. Various testing approaches have been implemented, targeting high-risk populations and emphasizing accessibility and outreach. Understanding Ghana's strategies provides valuable insights into tackling HIV/AIDS on a national scale and contributes to the global endeavor to end the pandemic by 2030 (Ayisi Addo et al., 2018).

Methodology: A comprehensive search was conducted in multiple electronic databases and gray literature sources for studies published between January 2005 and January 2024, focusing on HIV testing approaches in Ghana. The scoping review followed a five-stage framework, including identifying the research question, relevant studies, study selection, charting the data, collating, summarizing, and reporting the results. A total of 50 studies were included in the review.

Results: The findings show that Ghana has implemented various HIV testing approaches, including voluntary counseling and testing (VCT), provider-initiated testing and counseling (PITC), mobile testing, and self-testing (Asamoah et al., 2022). The country has made substantial progress in expanding HIV testing services, shifting from VCT to PITC, and introducing new strategies such as integrated HIV testing services. However, challenges persist in achieving optimal testing coverage and linkage to care. Stigma, discrimination, resource constraints, and socio-demographic disparities remain significant barriers to effective HIV testing in Ghana.

Discussion: While Ghana has made commendable progress in implementing various HIV testing approaches, concerted efforts are needed to optimize their effectiveness and address persistent challenges. Adopting a multi-faceted strategy that combines different testing modalities, strengthens health systems, combats stigma and discrimination, engages key populations, and promotes public education is crucial for achieving universal testing coverage, improving linkage to care, and making significant strides in controlling the HIV epidemic in Ghana.

**The use of whole-genome sequencing techniques for the surveillance of antimicrobial resistance in
ESKAPE bacteria: opportunities and challenges – A scoping review**

Nouranne Nasser Nagieb Nasr Mohammed
Unicaf in partnership with Liverpool John Moores University

Background: Antimicrobial resistance is a global problem that threatens the health and wellbeing of humans and the environment (World Bank, 2017; Dadgostar, 2019). It is disseminated across several ecosystems and should be studied in One Health approach (Mackenzie and Jeggo, 2019). ESKAPE bacteria are a group of pathogens that display high rates of antimicrobial resistance and reservoirs across different ecosystems (Rice, 2008; Denissen *et al.*, 2022). They also exhibit different mechanisms of acquiring resistance both through mutations and horizontal gene transfer. Whole-genome sequencing techniques are a promising tool that has shown success in the surveillance of antimicrobial resistance (Waddington *et al.*, 2022).

Methods: A scoping review (Tricco *et al.*, 2018) was conducted by searching the databases of PubMed and SCOPUS for studies on the use of whole-genome sequencing for the surveillance of antimicrobial resistance in ESKAPE pathogens. Title and abstract, and full-text screening were performed after the removal of duplicates, followed by data extraction and charting. Basic quantitative and thematic analyses were performed on the charted data.

Results: 171 studies were included in this review. The studies showed a correlation between the number of studies performed and the income level of countries. China was the country with the highest number of studies performed (30). The most studied ESKAPE pathogen was *K. pneumoniae* (67) studies, followed by *S. aureus* (29), *A. baumannii* (28), *P. aeruginosa* (16), *E. faecium* (14), and lastly *Enterobacter* spp. (5). 12 studies covered multiple pathogens. Short-read sequencing was the most used whole-genome sequencing technique, with long-read sequencing and hybrid sequencing rising in recent years. ResFinder was the most used AMR detection software. However, most studies used a combination of tools. The thematic analysis of aims showed the most reported aims to be genomic characterization, followed by outbreak analysis, and the most common limitation to be sampling methods. Several themes were identified in the conclusions of the studies including the identification of AMR reservoirs, identification of high-risk strains, and horizontal gene transfer as AMR transmission mechanism.

Conclusions: WGS seems to be a good method to identify and characterize antimicrobial resistance in ESKAPE pathogens with uses in outbreak detection, resistance profiling, and tracking AMR dissemination across ecosystems. However, several limitations hinder the spread of the application of this technology, these include the need for large prior investments, trained staff, standardized guidelines, and manually curated global databases.

Session 7: Energy Management and Sustainability

Analysis of CO₂ emissions per sector in Nigeria: effect on climate change and the mitigation measures

Simon Ojyo Aransiola

Unicaf in partnership with University of East London

This study looked at the major sectors of the Nigerian economy that contribute to anthropogenic CO₂ emissions by investigating the cause-and-effect relationship between these emissions and climate change. Previous studies have shown a strong link between CO₂ emissions and economic growth and industrialization (Azam, M., et al., 2016), which characterises the Nigerian situation. Notable environmental changes in Nigeria include drought, floods, erratic rainfall patterns, and deforestation (Audu et al., 2013; Elias and Omojola, 2015; Onyekuru and Marchant, 2016).

This study used secondary data from the Emission Database for Global Atmospheric Research (EDGAR) and climatewatchdata.org to investigate the distribution and evolution of CO₂ emissions across selected industries from 2000 to 2020.

The findings indicate a shift in emphasis: the transportation industry contributed to 47% of carbon dioxide emissions in Nigeria, compared to fuel exploration, which accounted for 19%. Solutions lie in the initiatives aimed at reducing CO₂ emissions in the transportation sector, which primarily target fuel-efficient cars, low-carbon fuels, and reductions in the distance travelled by vehicles (Barth, M. et al. 2010). The processing and power industrial sectors have recently emerged, together accounting for 22%.

Additionally, by examining the causative association between CO₂ emissions and flood occurrences in the 20 countries most impacted by floods, the study revealed a substantial correlation between CO₂ emissions and climate change using the Pearson correlation technique.

Drawing on empirical data and research findings on sector-specific emissions and climate change trends in Nigeria, this research proposes a mitigation strategy for effectively reducing emissions and mitigating the effects of climate change.

Assessing the impact of the UAE's sustainable and modern energy strategies on oil business viability

Rebathu Maphala
Unicaf in partnership with University of East London

Recent research describes how global economies have transformed in line with the United Nations Sustainable Development Goals. Oil companies navigate changing regulatory environments and microeconomic conditions as oil-based countries transform their economies to align with the Paris Agreement and their declared emission reduction targets. The longevity of oil businesses amidst accelerated sustainable modern energy policies leans on competing performance dynamics between Renewable Energy and oil energy value chains. This study explored the evolution of the UAE oil business, tracing the impacts of the UAE's sustainable energy strategies on the outlook of oil business performance. It analyses raw secondary oil business performance data over the years against the implementation of RE policies. It discusses observations by various authors on the UAE's implementation of sustainable development goals. The study revealed that the UAE's oil sector continues to expand amidst RE expansion strategies, due to economic gains from dropping breakeven external oil prices. The introduction of renewable energy sources continues to undermine the significance of oil sources in critical economic activities like electricity generation. RE's introduction into the UAE TES resulted in the slow consumption of certain oil products. However, the popularity of critical products like motor gasoline and liquefied petroleum gas is rising. Selective company-specific extrapolation of the UAE oil sector performance is recommended, considering inter-company variations affecting susceptibility to the observed oil industry changes within the UAE. Oil business models need to prioritize what works within the transitioning UAE economy by enhancing the production and sale of oil products whose consumption indicated upward trends. Oil businesses should also consider the impact of oil resource depletion on the long-term success of their value chains and make duly informed decisions on the direction of their businesses. UAE oil companies could manage the increased production costs to improve profitability and enhance return on investments.

**Analysing the effect of fintech disruption and the future prospects of digital transformation
in banking sector**

Adetola-Mabadeje Pauline

Unicaf in partnership with University of East London

This study analysed the effect of Fintech disruption and the future prospects of digital transformation in Nigeria's banking sector. The objectives of the study were to 1. Investigate the effects of Fintech disruption on banking services in Nigeria, specifically concerning its impact on financial inclusion with data series from 2009 to 2019; 2. Analyse the variables influencing the adoption of Financial Technology in the Nigerian banking sector, with data from 2009 to 2019; 3. Predict the future outlook of digital transformation in the Nigerian banking sector, taking into account developing technologies, evolving client needs, and worldwide trends financial industry. The study employed annual data from the World Bank data bank and Central Bank of Nigeria statistical bulletin using the Ordinary least square (OLS) estimation technique to achieve objectives one and two, while objective three was established through a thorough review of extant pieces of literature. The findings from the study with reference to objective one discovered that automated teller machines (ATM), web pay (WPAY), and mobile pay (MPAY) have no substantial impact on financial inclusion in Nigeria, while point-of-sale terminals (POS) have a significant impact on financial inclusion. From objective two, the findings revealed that unemployment has a negative impact on Fintech adoption by financial institutions; Individual Access to the Internet (IAI) has a positive significant impact on Fintech adoption, while regulation quality has no significant impact on Fintech adoption. Findings from objective three revealed that the future of digital transformation in the Nigerian banking sector has tremendous promise, driven by the industry's responsiveness to developing technology, altering customer preferences, and global trends in finance. Based on the findings the study recommends that policymakers and financial institutions should prioritize and promote the use of point-of-sale terminals; encourage innovation in Fintech powered payment systems; prioritize solving unemployment to harness the complete possibility of fintech in boosting financial inclusion and resilience; policymakers should continue to monitor and assess regulatory frameworks to ensure they are conducive to the growth and innovation within the financial technology sector, prioritize initiatives that improve internet infrastructure and affordability to ensure widespread access. Nigerian banks should actively invest in and deploy modern fintech solutions, including artificial intelligence, blockchain, and mobile banking.

Effect of mycoremediation on oil spills (Nigeria)**Providence Maburutse****Unicaf in partnership with University of East London**

The aim was to assess effect of mycoremediation on oil spills and petroleum polluted areas in Nigeria. The content analysis research design was used to collect qualitative and quantitative data from secondary sources. Better types of fungi suitable for bioremediation of oil spills in Nigeria were archived through assessing fungi specie with high degradation percentage within few days than other species. The results illustrated that fungi can take at least five days to degrade 2%crude oil. Penicillium species degraded 95.4% and Aspergillus niger degraded 75% of 2% crude oil. Mucor had highest degradation percentage followed by Penicillium specie. Aspergillus polyporra and Penicillium commune had lowest degradation percentage, failing to degrade 50% of crude oil at low concentration of 1% after 15 days of incubation. Enzymes that were found to catalyze crude oil degradation are Lignin peroxidase, Laccase, Manganese peroxidase, Cellulase, Lipase, Dye decolorizing peroxidase, Peroxygenases, Cytochrome P450 monooxygenesis, Fungal glutathione, S. transferases, Cutinases and Proteases. These enzymes have different functions which cooperate in the degradation of crude oil. The non-enzymatic processes found are adsorption of toxic compounds on to the cell wall, biosurfactant production and biomimetic mineralization or bioprecipitation. Oil spills mostly affect economic sector (Agriculture, forestry and fishing), reducing its yearly GDP. It was found out that mycoremediation is cost effective, environmentally friendly, versatile, adapted to high concentrations of pollutants, highly efficient, recyclable, less invasive, profitable, requires zero maintenance, petroleum resistant and its unique ability to co-metabolize many environmental chemicals. These can help to restore polluted areas and boost agriculture, forestry and fishing production. It was noted that petroleum companies spill large sums of barrels per year which can be costly and negatively affect their net profit. Conclusively, the use of fungi species is prospected to completely clear the oil spills making the arable land and aquatic environments clean for agriculture, forestry and fishing activities. Mycoremediation enable oil firms to align with SDG of building sustainable cities and communities which relies on safe levels of pollution while achieving to universal access to sustainable energy. It will also save companies from compensation and failure to clean up costs hence cutting costs and maintain net profit.

Exploring sustainable practices for geothermal drilling pad construction In Olkaria, Kenya

Marccline Moraar Aruya
Unicaf in partnership with University of East London

Kenya has emerged as a global leader in sustainable energy, particularly in harnessing geothermal power to meet its growing energy demands. With ambitions to triple geothermal output by 2030, Kenya underscores its commitment to combat climate change and foster sustainable development (Reuters, 2023). Central to Kenya's geothermal infrastructure are drilling pads, whose purpose is to provide stable platforms for drilling equipment, facilitating safe and efficient access to underground reservoirs for the extraction of natural heat from the earth. However, conventional drilling pad construction methods often result in significant environmental impacts, including habitat destruction, soil erosion, and disruption of hydrological systems (Kubo, 2003). This dissertation investigates sustainable practices for geothermal drilling pad construction in Olkaria, Kenya, a region renowned for its abundant geothermal potential within the Great Rift Valley. The study employs a comprehensive methodology involving literature review from scholarly articles, industry reports, and case studies on geothermal drilling pad construction and sustainable practices. Beginning with an evaluation of current construction practices and their environmental and social impacts, the research contrasts traditional methods, which often involve deforestation and heavy machinery, with sustainable alternatives aimed at minimizing ecological footprints and enhancing social equity (Bošnjaković & Stojkov, 2019). Furthermore, it explores innovative solutions and best practices for mitigating these impacts while promoting sustainability. By integrating perspectives from various stakeholders, this study aims to provide a holistic understanding of sustainable practices for geothermal drilling pad construction. Key findings highlight the importance of incorporating environmental safeguards, such as proper site selection, erosion control measures, and reclamation strategies, into the construction process. Key findings underscore the critical role of sustainable practices in preserving the environment and promoting community welfare in Olkaria and beyond. In conclusion, this dissertation advocates for eco-friendly methods and community involvement to support Kenya's leadership in sustainable energy production, serving as a model for other regions facing similar challenges.

**Day 4: School of Sciences, Health Sciences, Technology and Engineering &
School of Business**
Thursday, November 21st, 2024

Session 8: Data Science

Geospatial analysis of gender-based violence injury incidents in Uganda

Okello Sam Bwibo Trevor
Unicaf in partnership with University of East London

This study presents a pioneering approach to understanding Gender-Based Violence (GBV) in Uganda through geospatial analysis, focusing on identifying spatial patterns, predictive factors, and distinct clusters of GBV related injury incidents. Utilizing data from the Uganda Bureau of Statistics and other reliable sources, the study employed K-means clustering, linear regression, and choropleth mapping to analyse the spatial distribution of GBV incidents in relation to phone ownership, internet connectivity, and population demographics.

The K-means clustering identified four distinct clusters, revealing significant regional variations in GBV incidents and technological access. The clusters ranged from urban areas with high GBV related injury incidents and phone ownership to rural areas with lower incidents and technological access. This differentiation allowed for the recognition of specific regional needs and the potential for targeted interventions.

Linear regression analysis explored the predictive relationship between GBV injury incidents and factors such as mobile phone distribution, internet connectivity, and district population. The results indicated a significant, though complex, relationship between these factors and GBV injury incidents, highlighting the role of technology in GBV reporting and the multifaceted nature of GBV.

Choropleth mapping provided a visual representation of the spatial distribution of GBV injury incidents, identifying hotspots and areas of concern. This visualization is instrumental for policymakers, healthcare providers, and NGOs, guiding resource allocation and intervention strategies.

The findings underscore the necessity of a nuanced approach to addressing GBV, tailored to the unique socio-economic and cultural landscapes of different regions. It emphasizes the potential of technology in enhancing GBV reporting and awareness, while also recognizing the complexities involved in the intersection of technology and social issues. The study contributes significantly to the literature on GBV in Uganda, offering a model for utilizing geospatial analysis in social research and policy formulation.

Modelling and forecasting CO₂ emission rates and impacts with machine learning**Noha Mohamed****Unicaf in partnership with University of East London**

Carbon dioxide is one of the most dangerous gases that affect our climate and health. Since the start of the industrial era, it has been increasing and causing lots of harm to our ecosystem. There has been a lot of catastrophic events that occurred recently and currently been increasing like global warming, high sea levels and earthquakes as well as a lot of other natural disasters happening all over the world; so this research will present a case study about Egypt to investigate the increase in carbon emissions and predict the emissions' sources using machine learning models that are best selected for this matter and then we will suggest counter measures to fulfill Egypt's promise at the Paris Agreement at the NDC. That promise is to decrease the carbon emissions from sources (Electricity 37%, 65% from oil & gas and 7% from transportation) by 2030, each source will be discussed in detail with explanations and diagrams stating each data extracted from the dataset to support the case study. Furthermore, machine learning algorithms will be applied such as Linear regression, Support vector machine, Gradient boost algorithm and Random Forest to analyze the datasets and make the correlations then prediction. As an Egyptian, it will be my duty to support my country with optimum solutions and contribute to our climate global challenge.

Session 9: Business challenges in health care and well-being for stakeholders

Effectiveness of corporate governance in Christian Health Association of Malawi

Phyela Mbeya
Unicaf University in Malawi

Introduction

The purpose of is to report about a study about effectiveness of corporate governance in Christian Health Association of Malawi (CHAM) Hospitals. Staff in CHAM hospitals were recruited to respond about effectiveness of corporate governance principles in the CHAM hospitals. Corporate governance establishes the framework for establishing the company's goals, allocating resources and determining the foundation for measuring success against those goals (Adekunle & Ibrahim., 2023). CHAM Hospitals provide 40 percent of curative health services in Malawi through its hospital and health centers.

Methods

This was a quantitative study that collected primary data from CHAM hospital staff about corporate governance principles implementation in their hospitals. 110 staff responded to the questionnaire that assessed some principles of corporate governance namely Board of Governors' committee, Strategic Plan, Financial Reporting and Human Resources Appraisal. Data were analyzed using Statistical Package of Social Sciences(SPSS).

Results

There were notable results from the study. The results showed that 8(7.3%) of the 110 responded did not have board of governors committee, 16(14%) of the 110 respondents reported non-availability of a strategic plan in the hospitals, 81(73.3) of the 110 respondents were able to report the three IAS standard financial statements while the rest either reported 1 or 2 of the required three financial statements(Income, cash flow and Statement of financial position), and all respondents were able to appraise members of staff with 61.8% annually and 38.2 % biannually.

Discussion and Conclusion.

As seen from the results, CHAM have some member hospitals that have not fully implemented corporate governance principles which has resulted in poor performance of some key management functions like strategic planning and financial reporting. The principal authorizes and trusts power to its agent; the agent then is responsible to its principal (Nor et al, 2019). Hospitals that did not have Board of Governors are likely not to have good management due to lack of supervision. Some hospitals did not have Board of governors, strategic plan and IAS financial reporting as CHAM Secretariat. This is likely to affect financial resources management and eventually health services delivery.

The performance paradox: Performance management systems impact Gen-Z psychological well-being, motivation, and performance within a global marketplace

Tashana Johnson Lynch
Unicaf in partnership with University of Suffolk

This study explores the intricate relationship between performance management systems (PMS) and the psychological well-being, motivation, and performance of Generation Z (Gen-Z) employees. Traditional PMS, often focused on quantifiable outputs and hierarchical control, may misalign with Gen-Z's values of purpose, growth, and continuous feedback (Bersin, 2020; Taylor & Baker, 2014). This potential mismatch could lead to negative consequences, including decreased psychological well-being due to performance pressure and negative feedback (Allen et al., 2017; Twenge et al., 2010), reduced motivation due to a lack of intrinsic motivators (Amabile, 1990), and ultimately, hindered performance.

Employing a comprehensive literature review, this research analyzes existing scholarly work on Gen-Z work values, limitations of traditional PMS, innovative approaches to performance management, and the relationship between employee psychological well-being and performance (Allen et al., 2017; Amabile, 1990; Bersin, 2020; Taylor & Baker, 2014; Twenge et al., 2010; Ulrich, 2016). A thematic analysis is used to identify key patterns and insights concerning the impact of PMS design on Gen-Z's well-being, motivation, and performance. The uses of scholarly work that employ qualitative and quantitative methodologies were selected as these provide a more robust understanding, and answers to the research questions.

The findings of this research will contribute to a deeper understanding of the complex interaction between PMS design and Gen-Z employee psychological well-being, motivation, and performance. This knowledge is crucial for organizations to develop effective PMS that resonate with Gen-Z's intrinsic values, ultimately fostering a work environment conducive to both individual and organizational success (Bacal, 2019; Deloitte, 2022; Mone & London, 2018; and IBM, 2020). By addressing the performance paradox, organizations can harness the full potential of Gen-Z, the largest and most diverse workforce in history (Deloitte, 2020).

Critical factors influencing the performance of health-tech start-ups

Phan Anh Dung
Unicaf in partnership with University of Suffolk

Efforts to ensure efficient and cost-effective healthcare services are global priorities, yet challenges persist, prompting startups to innovate with inventive solutions, particularly targeting underserved populations. The use of information technology in medical startups is rapidly advancing. Employing a systematic review methodology, this research aimed to provide comprehensive evidence to summarize and analyze Critical Factors Influencing the Performance of Health-Tech Startups. A total of 152 journals were scanned through electronic searches in PubMed, Google Scholar, Science Direct, and Web of Science Core Collection to identify relevant articles. Articles were categorized as eligible, not eligible, or uncertain. To confirm eligibility, potential articles, those lacking abstracts, and those in the uncertain category were independently reviewed in full text. Among 152 articles sourced from ResearchGate and PubMed, 70 were retrieved, with at least 15 meeting inclusion criteria. After meticulous examination of keyword-related content across these articles, they were categorized into four primary groups: Human Capital (HC), Startup Support (SS), Market (MK), and Finance (FN). A total of 27 factors were identified within these groups, with no hierarchical distinction among them. Future studies could explore aspects such as founder characteristics, industry dynamics, and factors contributing to value creation. Additionally, investigating the evolving landscape of policies, regulations, the impact of eHealth interventions on patient outcomes, and addressing implementation challenges are crucial for fostering transformative healthcare innovation globally.

Day 5: School of Business
Friday, November 22nd, 2024**Session 10: HR practices and HR outcomes in today's workplace****Impact of employee compensation and recognition on employee loyalty**

Mathias Timothy
Unicaf University in Malawi

Worldwide, loyal and committed employees significantly contribute to the survival and success of an organization as such exclusive of committed and loyal employees, companies cannot be successful in the competitive market. This study aimed to assess the impact of employee compensation and recognition on employee loyalty at UMODZI Consulting in Malawi. The study adopted correlational research design approach as such quantitative data collection method was used in analysing the key variables under study that responded to the research questions and objectives. The study utilised random sampling to reach a sample size of 100 employees thus 50 junior employees, 20 previous employees and 30 senior employees of UMODZI Consulting from a population of 115 employees due to limitation in time, budget and facilities. The findings of the study revealed that employees that received competitive compensations such as salary, allowances, bonuses, insurance and medical schemes would be fully attached and committed to the company. Moreover, the results of the study indicated that organizations that valued and appreciated the work and contributions of employees towards organization goals and objectives, created a positive attitude in the employees to stay loyal. As such recognition and appreciation could be used as an instrument to enhance employee's confidence and self-esteem thereby motivating staff to contribute positively to the goals and objectives of the company for maximum revenue. From the research findings, the study concluded that employee compensation, employee recognition and appreciation, respect of staff, career and training development and two-way communication significantly influenced employee loyalty at UMODZI Consulting in Malawi.

**The effect of the well-being of employees on organisational performance in the workplace and HR's importance in ensuring a standard well-being of employees:
a focus on the hospitality industry**

Okachi Akani

Unicaf in partnership with Liverpool John Moores University

In today's swiftly changing and competitive global work environment, ensuring the well-being of employees has become increasingly important. Employee well-being is not just about individuals maintaining their health but a critical factor for managers and organisations.

The history of workplace wellbeing started during the 17th century where the nexus between work and health issues among labourers were brought to the fore. The ground breaking work focused on comprehending how work-related factors affect workers' health, paving way for modern occupational health and safety practices. Studies indicate significant correlation between poor employee wellbeing and decreased organisational performance.

Focusing specifically on the African hospitality sector, this research will examine employee wellbeing, strategies employed to ensure wellbeing, and the crucial role of Human Resources (HR) in this endeavour. The research objectives of this study include analysing the nexus between employee well-being and organisational performance; understanding the factors that negatively affect employee wellbeing in the workplace focusing on the hospitality industry in Africa; assessing the existing strategies focused on promoting employee well-being; the importance of Human Resources Management (HRM) in ensuring standard employee wellbeing; exploring challenges HRM face in implementing effective well-being programs and proposing solutions to overcome these challenges to improve employee wellbeing to boost organisational performance. Meta-analysis of secondary data as a methodology will be used in the research study to infer robust conclusions from other studies. The research study seeks to contribute to the overall wellbeing of employees, positively impacting managers and employees within the rapidly growing African hospitality sector.

The potential outcomes of the research include fostering improved workplaces, increasing employee retention. Understanding the importance of employee well-being in the African hospitality sector will improve company productivity. Furthermore, this research aims to stimulate discussion among academics by exploring key issues and suggesting potential avenues for further research in this domain.

The dividends of diversity and inclusion

Batsho Pamela Groth
Unicaf in partnership with University of Suffolk

An analysis of the challenges women face, and the financial and corporate cultural outcomes when companies prioritise initiatives to expedite women in leadership.

Aspiring to leadership roles in enterprises is a goal shared by many qualified and ambitious women. The question is what aspects are preventing competent women from advancing into the highest echelons in businesses? There is still a lot of vertical gender segregation at in top positions of organisations. It is necessary to investigate this persistent discrepancy by analysing the underlying causes that are ingrained in society and organisational structures that view women as less capable than males for leadership roles. Despite decades of progress women continue to be underrepresented in leadership. It is clear that there are barriers and challenges for women progressing to leadership positions resulting in a pipeline leak despite their increased participation in paid work and a significant 'drop to the top' inequity the more senior the leadership level. This study analyses phenomena confronting women in attaining management positions in order to gain an understanding of the dynamics which influence the disparity between genders at leadership levels. It endeavours to show that deliberate support and inclusion policies for competent women to progress to leadership positions translates into positive benefits for business, financially and for cultural dynamics. It is concluded that a number of intricate issues prevent women from advancing to managerial positions, and companies need to consider these when formulating their strategic plans to address the inequality. In order to address a crucial modern paradigm, this study looks into the obstacles women face when trying to advance to leadership positions in companies. It also shows the advantages of putting gender parity strategies into practice, particularly by suggesting initiatives that would increase the proportion of women in senior management positions. Businesses can learn from the study's results about the advantages of elevating capable women, not only in terms of innovation and organisational success but also in the competitive 'talent war' and shattering the 'glass ceiling'. It demonstrates that businesses need to be intentional about increasing women representation in senior positions to address the evident inequalities.

Impact of hybrid work arrangement on employee productivity

Bernard Kwesi Akatti
Unicaf in partnership with Liverpool John Moores University

This study sought to investigate the impact of hybrid work design on employee productivity within the Information Technology industry and also some other outcomes such as employee work-life balance, job satisfaction, and retention.

Data were polled from various journals consisting of pre-pandemic and post-pandemic era and the data were analyzed using descriptive statistics and thematic analysis of the secondary data that were collected. In all, about 15 research articles were collated, analyzed and insights drawn concerning influence of hybrid work on the productivity of employees. The articles were checked for validity and reliability to ensure the strictest of ethical considerations and quality.

The conclusions showed that the implementation of the hybrid work design is on the rise in recent times in line with projections from researchers and other experts. It was also demonstrated that the literature supports the fact that hybrid work method has a positive relationship with workforce productivity. There is a strong post-pandemic evidence that supports the impact of hybrid work model on productivity within the Information Technology market space. This evidence is backed by yet another level of evidence within the non-Information and Technology sector. This is a clear demonstration of the recent growing interests in hybrid work methods from researchers and other key stakeholders.

The data available also supports the position that hybrid work method has a beneficial and favourable influence on employee work-life balance and well-being as well as their job satisfaction, and also staff retention.

These findings indeed provide some comfort to researchers, policymakers and practitioners, and decision makers who are in the process of formulating corporate level strategies to adopt hybrid work practices and a heightened level of confidence for those who are already practicing this category of work model.

Session 11: Leadership, strategy and organisational performance in business**Gender representation in public administration leadership (case of Malawi parliament)**

Tisungane Sitima
Unicaf University in Zambia

This study has analysed the representation of women in the public administration, which has more emphasis on the parliament of Malawi. The main goal of the study is to assess the representation of women in the public administration leadership in Malawian Parliament. The specific objectives of the study are to analyse how women are represented in leadership positions in the Parliament of Malawi and to investigate factors contributing to gender disparities in leadership roles. This research used qualitative data collection methods, which involved the use of existing data and information previously collected by other researchers and organizations. It included gathering insights, analysing trends, and synthesizing existing knowledge on the indicated topic. This study has followed a literature review approach and has used two research techniques, which are content analysis and Document analysis. In document analysis, documents such as government reports, policy documents, organizational records, and historical archives were examined to gather relevant data for the research while in content analysis the data is the content of texts, such as newspapers, magazines, websites, or social media posts, is systematically analysed in order to extract meaningful information related to research objectives questions. The results show that Malawi has a long way to go to achieve gender equality in public administration. Since the launching of 50-50 campaign, it has never achieved 40-60 from the time democracy began. This is due to several factors which include; socio-economic factors, institution factors and lack of self-determination in women candidates.

**The effect of job satisfaction on employee and organisation performance
(focus on engineers)**

Ogochukwu Joy Nwakaire

Unicaf in partnership with University of East London

Researchers so far have looked into the general factors affecting Job satisfaction, the roles that have the highest level of Job satisfaction, how job satisfaction influences individual performance etc, but have not identified the relationship between job satisfaction and employee roles, the key factors that affect the engineers' job satisfaction, and to what extent do individual performance affect the company's performance. This research identifies the roles that are least satisfied and summarizing the key factors that could improve their satisfaction.

The approach for this study is Qualitative and Quantitative approaches according to various articles. The analysis was done with secondary data from different researchers, various factors affecting job satisfaction was found and it was concluded that job satisfaction factors depend on the function of the employee, also there no direct impact of individual job satisfaction on the organization performance, however the higher the number of employees with high performance the more tendency for an organization to achieve their objective and set goals. Hence organization should focus on increasing the number of competence employee in the business and intentionally action on their job satisfaction so as to retain them.

My research findings agree with Herzberg two factors theory of job satisfaction and Maslow Hierarchy of need theories. This research will enable organization to be more strategic and proactive in motivating their talented employees, retaining them, and reducing employee turnover.

Employee periodic survey on Job satisfaction is advised, Job grading should be with the consideration of education level, certification, the risk and skills involved in the Job. Strategic succession planning is very key for knowledge transfer in an organization. This study should be done in the future with both primary data and secondary data because the secondary data used is already tailored to suit a particular research topic and objective.

Effectiveness of strategies for addressing globalization driven opportunities and challenges facing small and medium enterprises in Jamaica's manufacturing industry

Paula Jenese Jacqueline Forrest
Unicaf in partnership with University of Suffolk

This abstract identifies the purpose, methods, results, and the conclusions of the work presented in the Dissertation thesis written by (Forrest, 2024).

The study aims to examine the effectiveness of the Strategies undertaken by Jamaican SMEs within the manufacturing sector to survive the effects of globalization. Because the Jamaican economy has been growing at a slow pace, with imports at \$5 Billion significantly surpassing exports at only \$1.4 Billion, effective strategies are crucial to remain competitive in the global market.

Using a qualitative, descriptive research approach, the study revisits key research questions based on recent findings. Secondary data analysis shows fluctuating trends in GDP contribution, employment growth, and exports in the Jamaican manufacturing sector over the past decade, influenced by trade liberalization and global economic dynamics.

The study shows that Jamaican SMEs in the manufacturing sector adopted various strategies to stem globalization, such as products and market diversification, quality upgrading, technology adaptation, and export promotion. However, SMEs still face constraints such as limited access to finance, skills gap, and regulatory barriers among others (Naradda Gamage et al., 2020; PIOJ, 2021). However, there are opportunities for innovation and growth.

Hence, sustainable growth rests on coherent policies and institutional support by all stakeholders and policymakers. The study recommends steps to enhance the business environment, such as reducing the cost of productive inputs, increasing access to finance, investing in skills development, and fostering technology adoption (CIMA, 2021; MoF, 2023). Therefore, increase in global competitiveness of the sector and inclusive economic growth can only be achieved through the collaborative efforts of policymakers, industry stakeholders, and researchers (Do Business Jamaica, 2024; Saunders, Lewis, & Thornhill, 2023).

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